



GETTING TO THE POINT | AGENDA | THURSDAY, APRIL 19

PROGRAM GOALS

- *Address how privilege, resources, opportunity, decision-making play out in your organizations.*
- *Establish shared language for equity and what being equitable looks like in real time for your organization.*
- *Deeper understanding/analysis of racial inequity in Western North Carolina.*
- *Design a structure, assessment and sample plan for actualizing equity, furthermore, gauging where your organization is at using a gradient tool.*

10:00AM | WELCOME + INTRODUCTIONS

10:15AM | PARTNER ACTIVITY

10:30AM | REVIEW EQUITY ASSESSMENT TOOL

11:00AM | SETUP EQUITY ACTION PLAN

11:15AM | HISTORY OF RACE + FRAMEWORK OF RACIAL EQUITY IN WNC

11:45AM | SHARING OUR STORIES

12:00PM | LUNCH + BIO BREAK

12:30PM | POWER, CULTURE, PEOPLE, POLICIES + PROGRAMS

12:45PM | GROUP DISCUSSION

1:15PM | BIO BREAK

1:30PM | OPEN SPACE

2:30PM | REVISIT EQUITY TOOL + EQUITY PLAN

2:45PM | RESOURCES + NEXT STEPS // SURVEYS

3:00PM | PROGRAM CONCLUDES



GETTING TO THE POINT | RESOURCE GUIDE

EVENTS & TRAINING | ASHEVILLE AREA

- Thu, April 26-Sun, April 29 - Stand Against Racism ([Info](#))
- Fri, May 5 & Sat, May 6 - Racial Equity Institute (REI) of Asheville ([Info](#))
- Tue, May 8 @ 11:30a - Racial Justice Workshop @ YWCA
- Tue, June 12 @ 11:30a - Racial Justice Workshop @ YWCA
- Tue, July 10 @ 11:30a - Racial Justice Workshop @ YWCA
- Fri, July 13 & Sat, July 14 - Racial Equity Institute (REI) of Asheville
- Tue, Aug 14 @ 11:30a - Racial Justice Workshop @ YWCA
- Fri, Aug 24 & Sat, Aug 25 - Racial Equity Institute (REI) of Asheville
- Tue, Sep 11 @ 11:30a - Racial Justice Workshop @ YWCA
- Fri, Sep 21 & Sat, Sep 22 - Racial Equity Institute (REI) of Asheville
- Tue, Oct 9 @ 11:30a - Racial Justice Workshop @ YWCA
- Fri, Nov 3 & Sat, Nov 4 - Racial Equity Institute (REI) of Asheville
- Tue, Nov 13 @ 11:30a - Racial Justice Workshop @ YWCA
- Tue, Dec 11 @ 11:30a - Racial Justice Workshop @ YWCA
- Building Bridges - June - bbavl.org

WEBSITES + EQUITY-FOCUSED ORGANIZATIONS

- Equal Justice Institute (EJI) eji.org
- Racial Equity Tools: racialequitytools.org
- Undoing Racism: People's Institute for Survival and Beyond: pisab.org
- Campaign Against Racial Profiling: aclu.org/racial-justice/racial-profiling
- Tim Wise, Anti-racist Educator: timwise.org
- Colorlines: colorlines.org
- Black Youth Project: blackyouthproject.com
- Civil Rights: civilrights.org
- Understanding Race: understandingrace.org/history/index.html

ONLINE ARTICLES

- [White Privilege: Unpacking the Invisible Knapsack](#)
- [Repetitive Motion Disorder: Black Reality and White Denial in America](#)
- [What Riding My Bike Has Taught Me About White Privilege](#)
- [What's Gender Got To Do With Racial Profiling](#)
- [The Reality Of Racial Profiling](#)

BOOKS

- ***Racing Across the Lines: Changing Race Relations Through Friendships*** by Deborah Plummer
- ***The New Jim Crow: Mass Incarceration in the Age of Colorblindness*** by Michelle Alexander
- ***It's the Little Things: Everyday Actions that...Divide the Races*** by Lena Williams

- ***Between the World and Me*** by Ta-Nehisi Coates
- ***We Were Eight Years in Power: An American Tragedy*** by Ta-Nehisi Coates
- ***When They Call You A Terrorist: A Black Lives Matter Memoir*** by Patrisse Khan-Cullors & Asha Bandele
- ***Just Mercy: A Story of Justice and Redemption*** by Bryan Stevenson
- ***Stamped from the Beginning*** by Ibram X. Kendi
- ***Homegoing*** by Yaa Gyasi
- ***Americanah*** by Chimamanda Ngozi Adichie
- ***The Hate U Give*** by Angie Thomas
- ***Waking up White: And Finding Myself in the Story of Race*** by Debby Irving
- ***So You Want to Talk About Race*** by Ijeoma Oluo
- ***The Warmth of Other Suns: The Epic Story of America's Great Migration*** by Isabel Wilkerson

MOVIES, AUDIO + VIDEOS

- 13th
- Residente
- Dear White People
- Mirror to America / Slavery to Freedom by Dr John Hope Franklin (*recorded by Darin Waters*)
- "[A Gardener's Tale](#)" by Camara Jones
- "[Black Stats](#)" by Monique Morris

RESOURCES + TOOLS

- "[Preventing Racism and Prejudice in our Children](#)" by Evergreen School
- [Coalition of Communities of Color Racial Equity Assessment Tool](#)
- [Annie E Casey Assessment Tool](#)
- [Western States Center - Assessment Tool](#)
- [Annie E Casey Equity Action Planning](#)
- [Annie E Casey assessment quiz](#)
- [5 Elements of a Thriving Justice Ecosystem: Pursing Deep Equity](#)
- [Management Assistance Group: Practice Toward Deep Equity](#)

CONSULTANTS + WHO CAN HELP YOU

- Althea Gonzalez | altheagonzalez.com
- Ashley Cooper | easilyamazed.com
- Cortina Jenelle Caldwell | cortinajenelle.com
- Craig White | craig.white.consulting@gmail.com
- Desiree Adaway | desireeadaway.com
- Marisol Jimenez | tepeyacconsulting.org
- Tamiko Ambrose-Murray | ambroseconsultingwnc@gmail.com